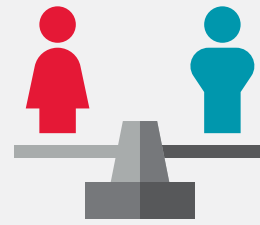


WOMEN IN LEADERSHIP: A WAY TO TRANSFORM LATIN AMERICA



Closing the gender gap in leadership ensures new perspectives are brought to the table. Research has shown that this can translate into the promotion of more inclusive policies that:

1

Provide equal opportunities for growth.

2

Can close the wage gap.

3

Promote women's entrance into the labor market.



GENDER LENS INVESTING

GLI has become a powerful tool to promote women's leadership in Latin America, and Pro Mujer is leading the way.

Through the Ilu Women's Empowerment Fund, collaboratively managed with Canadian impact investor Deetken Impact, Pro Mujer invests in high impact businesses that promote or show a commitment to promoting:



Women in leadership and governance.



Products and services that meet the needs of women and girls.



Gender-sensitive value chains.



Workplace equity.

IMPACT

The Ilu Women's Empowerment Fund is investing in

20+

companies in which

52%

of their employees are women.

81%

of their clients are women.



IN LATIN AMERICA, wide gender disparities in female leadership, remain prevalent across many key sectors, including:

Health care · Business · Investment
Political participation · Financial

6%

of board positions in the largest companies are occupied by women.

*Corporate Women Directors International (2015)

5%

of the high-level positions in the largest companies are occupied by women.

*Atlantic Council (2017)

8%

of women are in executive committees at large companies.

*Atlantic Council (2017)

4%

of women are CEOs

*Atlantic Council (2017)



IMPACT OF WOMEN IN LEADERSHIP ROLES

13%

Companies with at least one woman on the board are 13% more likely to have at least one female executive.

*Inter-American Development Bank (2016)

47% HIGHER PROFITABILITY ON SALES

Companies with one or more women on their executive committees can create 47 percent higher profitability on sales.

*McKinsey (2018)

10.1% ROE

Businesses that have more women in leadership roles create 10.1% of annual return on equity (ROE) compared to those with no women in leadership (7.4%).

*MSCI (2015)



VALUING WOMEN'S LEADERSHIP WITHIN PRO MUJER

75%

Pro Mujer's Board of Directors is represented by women.

60%

of leadership roles are held by women in Pro Mujer.

58,000

women hold leadership positions in Pro Mujer's communal banks.



PRO MUJER: UNLEASHING WOMEN LEADERS ACROSS LATIN AMERICA

Pro Mujer is investing in over

195,000+

women-owned businesses

2 MILLION

women have been impacted by our education, health care and financial inclusion programs.

1,100

women acting as community health promoters.

90,000

people have accessed our online workshops on professional development, entrepreneurial mentorship and more.